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TAB

TAB A

RECOMMENDATION A. "Employees in the Office of Operations should be more closely associated with intelligence production activities. The DD/I should require the following action:

25X1A

"1. Attachment A of Agency Regulation [REDACTED] dated 15 December 1955 be revised by placing OO under the Intelligence Production Career Service of the DD/I;"

25X1A

OO COMMENT: We do not agree that CIA Regulation [REDACTED] should be revised in order to place the Office of Operations under the Intelligence Production Career Service of the DD/I. The original decision to exclude OO from the IPCS was not reached at the insistence of the AD/O, but rather due to a mutual recognition of the fact that the "substantive" DD/I offices had much in common with each other and that OO and OCR did not fit into this pattern.

In paragraph 5, page 26, the survey states that the IPCS is concerned with, "planning for the most effective use of personnel which come under IPCS Board activities". This board, with its present membership, supervises the careers of some [REDACTED] persons, a difficult task. If OO and OCR come under the IPCS, it would then be responsible for an additional [REDACTED] classified personnel and 250 foreign nationals (for whom OO must do some planning). It would not only be difficult, but practically impossible, for one board to have sufficiently close personal contact with, or knowledge of, some persons to supervise their careers and to plan adequately for their futures.

25X9A2 This Office has approximately [REDACTED] classified employees and [REDACTED] foreign nationals engaged in many diverse types of collection activities. Moreover, [REDACTED] and Contact Division have extensive field operations unlike anything else in the DD/I area. Obviously, some of our personnel are doing work similar to that performed by some IPCS personnel, but for the most part our activities are very different from those of the IPCS offices and our personnel requirements are seldom similar. Moreover, more of our personnel rotate or transfer to the DD/P than they do to other offices of the DD/I.

It is recommended that OO not become part of the IPCS.

25X1A8a

"2. The AD/O delete the special career designations of the three Divisions ([REDACTED], [REDACTED] and OO/C) and assign Intelligence Production or Support Career Designations in accordance with the backgrounds, qualifications and desires of the personnel involved;"

OO COMMENT: We most emphatically disagree with this Recommendation. Personnel management is basically a command function. Our personnel look to their Branch and Division Chiefs, and ultimately to the AD/O, for their future development, training, promotion, reassignment, etc. We believe that OO personnel are proud of their career designation and that the vast majority would prefer to keep it. If the recommendation of the survey team were approved, the OO Career Designation would be abandoned and a large number of our people would acquire (involuntarily) the "I" designation. Presumably, engineers, radio maintenance personnel, code monitors and teletypists would have a COMMO designation; training liaison officers, an OTR designation; administrative personnel, some kind of a DD/S designation; etc.

Under these conditions, four or five non-OO Career Service Boards would be responsible for making recommendations to the chiefs of their respective Career Services in regard to all OO personnel. At a minimum this would mean that OO personnel would lose the benefits of close personal contact with, and advice from, their supervisors, so necessary to good personnel management. Carried to extremes, this might prohibit the AD/O from taking action in regard to the training, promotion, reassignment or rotation to domestic or overseas stations of his personnel without the concurrence of some other career service board and the approval of the chief of some other career service. This would obviously create an impossible situation.

We repeat, personnel management is a command function. The recommendation of the Inspector General would seriously impair, if not destroy, this function and would make it extremely difficult for the AD/O to carry out his mission.

We strongly urge disapproval of this Recommendation.

"3. The OO Career Service Board come within the charter of the Intelligence Production Career Service (IPCS) Board;"

OO COMMENT: This Recommendation is identical with that under paragraph 1, above and disapproval is recommended.

"4. The AD/O become a voting member of the IPCS Board; and"

OO COMMENT: The AD/O would automatically become a voting member of the IPCS Board if the Office of Operations came under this Board. Disapproval is recommended.

"5. The DAD/O or a senior officer become a voting member of the IPCS Executive Committee."

OO COMMENT: The DAD/O would automatically become a voting member of the IPCS Executive Committee if this Office came under the IPCS Board. It might be noted, however, that the present arrangement whereby the DAD/O and a representative from OCR monitor the meetings of the Executive Committee has worked in a most satisfactory manner. Disapproval is recommended.